

CELT Meeting Summary
February 20, 2015
234 Meiling Hall
10:00-11:00am

Attending: Dawn Allain, Terry Bahn, Valerie Blackwell-Truitt, Coranita Burt, Jessica Buskirk, Dan Clinchot, John Davis, Carla Granger, Sorabh Khandelwal, Lawrence Kirschner, Deb Larsen, Cynthia Ledford, Leon McDougle, Eileen Mehl, Sheryl Pfeil, Doug Post, Julie Scott, Leigha Senter, Alicia Stokes

Guest: Lorraine Wallace

Absent: Barbara Berry, Pam Bradigan, Ginny Bumgardner, Victoria Cannon, Quinn Capers, Christine Donovan, Jessica Gelin, Joanne Lynn, John Mahan, Lori Martensen, Bryan Martin, Georgia Paletta, Jeff Parvin

Dr. Clinchot opened the meeting at 10:00am.

1. 2014 Education Mission Performance Scorecard

Ms. Jessica Buskirk completed reviewing the 2014 performance scorecard including the following key results areas:

- Productivity and Efficiency – It was noted that PhD Time-to-Degree is the only metric currently measured.
- Quality – measured by 3 metrics:
 1. Undergraduate GPAs of Entering Students
 2. Average MCAT/GRE Score – noted that the target for Physical Therapy should be 66% scores.
 3. Outcome Assessment Scores
- Service and Reputation – measured by 3 metrics:
 1. Student Overall Satisfaction with Medical Education – data used is from AAMC survey
 2. USN&WR Ranking – it was noted that new graduate school rankings come out March 9, 2015
 3. COM Klout Score – defined as a social media score measuring faculty and staff engagement compared to other organizations
- Workplace of Choice – measured by 2 metrics:
 1. Resident/Fellow Overall Job Satisfaction
 2. Med Students who experienced inappropriate behaviors

ACTION ITEM

Jessica Buskirk will look at what question was asked regarding inappropriate behaviors and follow up with the group.

The group discussed the difficulty in tracking publications and the need for a good tracking system, and scorecard metrics to consider adding including: number of undergraduates graduating with honors, MD time-to-degree, and graduation rate.

2. Service Learning

Dr. Lorraine Wallace, PhD, Director, Community Health Education (CHE), presented an overview of the Longitudinal Groups (LG) assigned to assist underserved populations throughout Central Ohio. Each LG breaks into two or three smaller groups of 4-6 students who conduct a needs assessment, and implement and evaluate their CHE program.

Dr. Wallace shared that the small groups work with their community site to identify a CHE project to complete over the year, February 2015 – January 2016. Students perform a minimum of 30 hours of service over the year. She noted that students are not required to work at their site during the summer, but many choose to do so.

CHE goals include:

- Providing students the opportunity to work with various underserved populations in the greater community.
- Introducing students to population-based medicine, focusing on the dynamic relationship between an individual and his/her community and the influence of the community on an individual's health.
- Providing students the opportunity to work as a "team."

Examples of CHE Community Sites include: Columbus Neighborhood Health Center, Lung Health Clinic, Clintonville Settlement House, and Helping Hands.

CHE small group assignments include:

- Program Design and Implementation Plan
- Needs Assessment
- Program Evaluation
- Program Reflections
- Poster Presentation

The next CELT meeting is scheduled for March 6, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
February 20, 2015

CELT Meeting Summary
March 6, 2015
234 Meiling Hall
10:00-11:00am

Attending: Barbara Berry, Pam Bradigan, Ginny Bumgardner, Victoria Cannon, Quinn Capers, Dan Clinchot, John Davis, Jessica Gelin, Sorabh Khandelwal, Deb Larsen, Cynthia Ledford, Joanne Lynn, Leon McDougle, Georgia Paletta, Doug Post, Julie Scott, Alicia Stokes

Absent: Dawn Allain, Terry Bahn, Valerie Blackwell-Truitt, Coranita Burt, Jessica Buskirk, Christine Donovan, Carla Granger, Lawrence Kirschner, John Mahan, Lori Martensen, Bryan Martin, Eileen Mehl, Jeff Parvin, Sheryl Pfeil, Leigha Senter

Dr. Clinchot opened the meeting at 10:00am. Previous meeting minutes were approved.

1. State of Medical Education Survey

Ms. Julie Scott presented an overview of the 2014 survey sent to OSU COM alumni, faculty, and medical students. Results of the survey were shared online with survey participants and the Association of American Medical Colleges (AAMC) which generated interest from media outlets including an article in the *Columbus Dispatch*. This led to thoughts of doing a survey annually to increase awareness of OSU COM and potentially leading to surveys being something we're known for.

The group was asked for suggestions for future survey questions or topics. Responses included:

- Tie in the 50th anniversary of PM&R with Inter-Professional Training Program
- Address transition issues from student to resident
- Patient-centered home to give students experience
- How much time should be devoted to clinical reasoning?
- Wellness and burnout in physicians, trainees, and healthcare workers
- Role of assessment and feedback to learning – Example: open-ended question, “What do you wish you had more of in your training?”
- Access to care i.e. non-acceptance of Medicare and Medicaid – Should there be an expectation that physicians accept Medicare and Medicaid patients? Approach to consider may be to do more than one survey per year, or start with our own faculty and then take to AAMC.
- Post-graduate training length of time- should it stay at the current length or should we explore shorter length?
- Consider two areas of questions – one geared to residents, one towards professionals
- Prioritize and promote how OSU COM is a leader – possible tie-in to Doximity
- Wellness for students (okay) vs wellness for faculty (currently not enough) in regards to burnout. May not be great timing for media, but people would appreciate knowing it's being reviewed.
- Learning mistreatment – embarrassment: motivating? Provide scenarios and ask if they are embarrassing or motivating.

The group discussed alumni appreciating being asked to do the survey – easy way to connect.

2. Roundtable Update

- Alicia Stokes: University is reviewing the framework plan with goal being to begin a WMC master planning session. Looking at creating “hoteling” space (computer, phone) in Meiling lobby for use by faculty/staff. Will go to space committee in April and take 12-16 weeks to implement.
- Barbara Berry: CME has seen an increase in certification programs; others have fallen, gone to every other cycle. Grand rounds compliance has increased 20% and is above 80% compliance. Apple devices are the most used to view MedNet21 (CME webcasts). Top 5 countries viewing MedNet21: US, Italy, Canada, UK, Brazil. Top 5 states: OH, FL, CA, IL, WV.
- Sorabh Khandelwal: Main focus of recently held ACGME update:
 - 1) Observational assessments – we are ahead of the game in getting this done via mobile technology
 - 2) Feedback – how to request feedback, correct questions to ask. Moving toward self-regulated learner.
- Jessica Gelin: Attends CELT meetings on behalf of Development to learn what’s happening in the COM. Campus Campaign continues to end of June.
- Quinn Capers: OSU is institute sponsor for AAMC joint meeting of Central Group on Student Affairs (CGSA) and Central Group on Educational Affairs (CGEA) being held in April, and all are encouraged to attend. COM Admissions have interviewed 800 students. Students with more than one acceptance must release all but one by April 30. Applicants’ metrics have improved.
- Georgia Paletta: Reviewed COM recruiting events including the match of pre-med students with medical students and Meet the Doctors event where pre-medicine undergraduate students rotate among tables with physicians and medical students who share their educational and professional experience.
- Ginny Bumgardner: More people are electing to do more in-depth research. Training Research Day, April 15-16, has gone to 2 days due to big increase in applicants - up from 300 to over 400. This is the first year there are more medical student applicants than graduate students. There are 30 students enrolled in the COM’s Master of Medical Science program. 8 will graduate this spring in multiple disciplines.
- Pam Bradigan: Health Sciences Library (HSL) is celebrating “Open Access” month. Event Technologies has won awards for production and are available to assist faculty/students with video production. Librarian services are available to support research, teaching, and patient care. HSL offers a series of workshops on project management basics.

- Victoria Cannon: The CGEA showcase will be held on 3/23 to help faculty prepare posters. The Spring Symposium on 5/12 is devoted to teaching, teaching in the clinical setting, and faculty development. Mobile services – iPads were distributed to Med3's in March. Office of Evaluation, Curriculum Research & Development (OECRD) is available for course development.
- Joanne Lynn: Med 4 – match week is looming. Med 3 – reviewing how to advise them on selecting specialties. Med 2 – stressed due to Step 1 test. Med 1 – trying to survive Neuro. Current areas of concern: finances for graduates, and med student mistreatment work being done with Leon McDougle.
- John Davis: This is the last class from the 2006 curriculum. First L.S.I. class is entering its final year. Reviewing increasing flexibility with learning methods including flexible time to complete courses. Have had visitors from other institutions. LCME updates are coming.
- Doug Post: Faculty Development – more robust peer review session. FAME has recreated the once-a-month noon series. E-learning faculty development modules are now being used by Wayne State. L.S.I. IRB are going up dramatically.

ACTION ITEM

Deb Larsen, Leon McDougle and other members not present will present their updates at the next meeting.

The next CELT meeting is scheduled for March 20, 2015 from 10:00-11:00 a.m. in 460A Prior Hall.

Sidonia LaFramboise, Recorder
March 6, 2015

CELT Meeting Summary
March 20, 2015
460A Prior Hall
10:00-11:00am

Attending: Barbara Berry, Pam Bradigan, Coranita Burt, Victoria Cannon, Dan Clinchot, Sorabh Khandelwal, Lawrence Kirschner, John Mahan, Jeff Parvin, Leigha Senter, Alicia Stokes

Absent: Dawn Allain, Terry Bahn, Valerie Blackwell-Truitt, Ginny Bumgardner, Jessica Buskirk, Quinn Capers, John Davis, Christine Donovan, Jessica Gelin, Carla Granger, Deb Larsen, Cynthia Ledford, Joanne Lynn, Leon McDougle, Lori Martensen, Bryan Martin, Eileen Mehl, Georgia Paletta, Sheryl Pfeil, Doug Post, Julie Scott

Guest: Queenie Chow

Dr. Clinchot opened the meeting at 10:00am.

Digital Union Tour

Pam Bradigan introduced Queenie Chow, Manager of the Digital Union. Ms. Chow has been working in learning technology since 2008.

Dr. Clinchot stated the CELT group is comprised of the education leaders of COM and indicated that some of the group's needs would be training in, and help with, videos, recordings, and websites.

Ms. Chow stated there are five Digital Union locations across campus (Enarson Classroom Building, Denney Hall, Stillman Hall, Hagerty Hall, and Prior Hall) each having a combination of some of the following features: 3D printing, ADA station, audio recording, collaboration station, creative suite software package, online tutorials, video recording studio, and videoconferencing. Hours for all the unions are Mon-Thu 8am-8pm, Fri 8am-5pm, and Sun 2pm-8pm. Staff is available to assist with projects. It was noted that these are educational labs not production labs. Additional information on OSU's digital unions is available at <https://odee.osu.edu/digital-union>.

ACTION ITEM

Queenie Chow will forward specific resource materials to be distributed to the group. She will also forward contact information for a source of applications for med students' iPads.

Ms. Chow presented the Digital Union's free access to lynda.com, a provider of online tutorials in programs including Microsoft Office products and many others. This allows for watching tutorials from any computer with internet access. Visit the Digital Union to request a temporary lynda.com username and password. You can also view the videos from any Digital Union lab. It is recommended that you bring headphones if viewing in a lab.

The Digital Union ran a 3D printing pilot from January 12 to March 16 to see if and how 3D printing could be offered to the OSU community reliably, affordably, efficiently, and sustainably. The pilot had 778 submissions from 332 users of which 92 projects were printed. Of the 92 printed projects, 19% made their own model and 75% were downloaded. Examples of the projects can be viewed at <https://u.osu.edu/du3d/>. The report should be out in two weeks to determine costs and uses.

Ms. Chow devoted the last part of the meeting to answering members' questions.

The next CELT meeting is scheduled for April 17, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
March 20, 2015

CELT Meeting Summary
April 17, 2015
234 Meiling Hall
10:00-11:00am

Attending: Terry Bahn, Barbara Berry, Pam Bradigan, Coranita Burt, Dan Clinchot, Carla Granger, Sorabh Khandelwal, Lawrence Kirschner, Joanne Lynn, Bryan Martin, Linda Montler, Sheryl Pfeil, Linda Stone

Absent: Dawn Allain, Ginny Bumgardner, Valerie Blackwell-Truitt, Jessica Buskirk, Victoria Cannon, Quinn Capers, John Davis, Jessica Gelin, Deb Larsen, Cynthia Ledford, John Mahan, Lori Martensen, Leon McDougale, Eileen Mehl, Georgia Paletta, Jeff Parvin, Doug Post, Leigha Senter, Alicia Stokes

Guests: Jackie Mostow, Med 1 and Brynne Presser, MPH student

Dr. Clinchot opened the meeting at 10:00am. Previous meeting minutes were approved. Dr. Clinchot introduced new member, Linda Montler, Director, Communications and Marketing for COM.

Schweitzer Fellowship Update –Terry Bahn

Mr. Terry Bahn reviewed the Albert Schweitzer Fellowship's (ASF) mission of improving the health of vulnerable people by developing a group of professionals skilled in creating change in our communities.

ASF is a national organization with 12 sites. The Columbus-Athens ASF Consortium is in its 5th year, and is comprised of OSU Colleges, Ohio University Colleges, Trinity Lutheran Seminary and Health Partners: Ohio Health and Nationwide Children's Hospital. All but 3 OSU Colleges (Food, Agricultural, and Environmental Services, Law, and Engineering) participate.

Students are selected from 100 top health and human professional schools with 50% medical students and 50% students from other fields. Mr. Bahn noted that it was very competitive this year with a 3:1 ratio of applicants to available slots.

Program elements for the students include:

- 200-hour service project
- 9 monthly meetings
- 2 day-long retreats
- Stipends given to Fellows and their sites
- Fellows have an academic mentor and site mentor

Mr. Bahn introduced current Fellows, Jackie Mostow, Med 1 and Brynne Presser, CPH. They are working together on a youth health literacy project that develops a weekly radio program for a community radio station. They both noted that being an ASF Fellow allowed them to take advantage of their passion to work with the disadvantaged.

ASF funding is derived from our Health Partners. In fall 2015, there will be named fellowship spots, for example, "OhioHealth Schweitzer Fellow" slot.

Roundtable Update

- Linda Stone: Medicine in the Arts has a writers' workshop today at Thurber House. The Hospital Poets' event will be at the Eye/Ear Institute this week. May 12 is the End of Year Gala where the Osler Awards are given. Four founders are to be honored this year including Dan Clinchot.
- Sorabh Khandelwal: Part 3 of LSI curriculum will roll out soon which finishes the major curriculum overhaul. Parts 1 & 2 are progressing – there have been lots of positive changes. Suggested having leaders of LSI share best practices and possibly have John Davis form a group to talk about this.
- Lawrence Kirschner: MSTP program will have NIH site visit in June. MSTP program had 12 applicants here for Second Look Visit with 4 of the 15 accepted being underrepresented in medicine (URM). April 30 is the acceptance date - do not anticipate offering more acceptances.
- Bryan Martin: The overlap between ASF and Medicine in the Arts was noted. The COM Chapter of the Gold Humanism Honor Society (GHHS) will have their first grand rounds this month. Match had 98% in the first turn, and filled all the spots we wanted to fill. 42 OSU COM students matched here, the highest number to stay at OSU. Accreditation Council for Graduate Medical Education (ACGME) is changing and including Internal Medicine and all subspecialties as part of a learning experience for ACGME. This will be self-study for one year and then a site visit.
- Coranita Burt – No update to present.
- Pam Bradigan: A Search Committee has been formed for the University Library Director position. Dan Clinchot is on the Search Committee. The Medical Heritage Center (MHC) is the special collections of the Health Sciences Library at OSU. MHC preserves and promotes the health care legacy of central Ohio. The 2015 annual James V. Warren Memorial Lecture on April 16 featured Craig Miller, MD who wrote a book about the life of Robert M. Zollinger, MD, Professor and Chair of OSU's Department of Surgery.
- Barbara Berry: Johns Hopkins University is interested in learning more about OSU's CME website. MedNet21 (CME webcasts) is looking to increase presence with one idea being to do podcasts for specialty areas. This would be driven from the Continuing Medical Education office and would possibly include the use the Whisper Room in the Digital Union.

The next CELT meeting is scheduled for May 1, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
April 17, 2015

CELT Meeting Summary
May 1, 2015
234 Meiling Hall
10:00-11:00am

Attending: Barbara Berry, Pam Bradigan, Coranita Burt, Victoria Cannon, Dan Clinchot, John Davis, Carla Granger, Sorabh Khandelwal, Deb Larsen, Bryan Martin, Leon McDougle, Linda Montler, Sheryl Pfeil, Alicia Stokes

Absent: Dawn Allain, Terry Bahn, Valerie Blackwell-Truitt, Ginny Bumgardner, Jessica Buskirk, Quinn Capers, Jessica Gelin, Lawrence Kirschner, Cynthia Ledford, Joanne Lynn, John Mahan, Lori Martensen, Eileen Mehl, Georgia Paletta, Jeff Parvin, Doug Post, Leigha Senter, Linda Stone

Guests: Beth Snoke, Director, Transportation and Traffic Management
Alex Wright, Planning and Real Estate

Dr. Clinchot opened the meeting at 10:00am.

OSU Carmack Parking Study – Alex Wright and Beth Snoke

Alicia Stokes introduced Mr. Wright and Ms. Snoke.

Mr. Wright stated that today's presentation was to provide an overview of the study done on the Carmack parking lots and to present future plans.

The OSU Comprehensive Transportation and Parking Plan (CTPP) was completed in fall 2014. The following factors contributed to the need for a plan:

- The goal of "Park Once" from the university's Framework Plan
- Growth at the Wexner Medical Center
- Planned relocation of Cannon Drive
- Increased bicycle and pedestrian traffic
- Construction of the North Residential District as part of the STEP program (sophomore housing rule)
- Increased number of events and planned facilities at the Schottenstein Center and Athletic District

The CTPP eliminated a piecemeal effort and would accommodate future campus growth.

The Carmack Parking Study was a follow-up to the CTPP and looked at adding sidewalks, lighting, and shelters to better accommodate the anticipated increase in parking.

Other alternatives reviewed included:

1. Bike Sharing – Over 20 potential locations are being looked at for placement of 15 to 20 stations with 150 bikes available. Yearly fee would be \$35 for students, \$55 for faculty/staff. Free helmets would be given to subscribers.

2. Discounted COTA bus passes for faculty/staff - \$58/month, pre-tax through payroll deduction.

CTPP Phase II runs from May 2015 through September 2015 and is a more in-depth analysis of the traffic proposals. Will take time to look at recommendations and traffic management for the recommendations of Phase I study.

The Cannon Drive relocation was reviewed. It was noted that this is still a few years out. There are complications as Cannon Drive is city-owned and multi-jurisdictional. The main reason for moving Cannon Drive is a flooding issue as it lies in a flood plain currently. Raising the road will also free up land for future Medical Center growth. The existing polo lots eventually will become green space between the river and Cannon Drive.

Changes for the upcoming academic year include:

- 2 new Morehouse shuttles have been purchased
- 2 new low-floor patient courtesy shuttles with garage accessibility have been ordered
- Bike share stations will be installed
- Herrick Drive will be closed due to construction
- Current parking permit system will stay the same this year but is being reviewed

ACTION ITEM

The group is to be forwarded the presentation.

The next CELT meeting is scheduled for June 5, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
May 1, 2015

CELT Meeting Summary
August 21, 2015
234 Meiling Hall
10:00-11:00am

Attending: Coranita Burt, Victoria Cannon, Dan Clinchot, John Davis, Carla Granger, Joanne Lynn, Lori Martensen, Bryan Martin, Leon McDougale, Linda Montler, Georgia Paletta, Sheryl Pfeil, Doug Post, Alicia Stokes

Absent: Dawn Allain, Terry Bahn, Barbara Berry, Pam Bradigan, Valerie Blackwell-Truitt, Ginny Bumgardner, Jessica Buskirk, Quinn Capers, Jessica Gelin, Sorabh Khandelwal, Lawrence Kirschner, Deb Larsen, Cynthia Ledford, John Mahan, Eileen Mehl, Jeff Parvin, Leigha Senter, Linda Stone

Dr. Clinchot opened the meeting at 10:00am.

Learning Outcomes – John Davis, MD, PhD

Dr. Davis stated that the University wants to standardize measuring and reporting of learning outcomes. The COM endorsed a six point model learning outcome framework which includes:

1. Learning outcome statements
2. Assessment plans
3. Assessment resources
4. Current assessment activities
5. Evidence of student learning – results of assessment activities
6. Use of student learning – looks at who is the intended audience for these training programs and types of data

A survey of 18 questions generated in SurveyMonkey was distributed initially to seven COM Program Directors. The survey gathered data including narrative description, program objectives, outcomes, teaching methods, assessment methods, and program evaluation. Directors initially asked to complete the survey were from the following Programs:

1. Biomedical Sciences Graduate Program
2. Center for Continuing Medical Education
3. Graduate Medical Education
4. Health & Rehabilitation Sciences
5. Lead.Serve.Inspire
6. Medical Scientist Training Program
7. MEDPATH

Survey responses for each Program were reviewed and discussed.

It was noted that Campus is looking for a rolled up version/model for all of the programs. Based on the framework of the survey, the group discussed whether COM has something that can be rolled up to the University. The group noted the need to determine what Campus wants to see reported.

GME Update – Bryan Martin, DO, MMAS

Dr. Bryan Martin gave an overview of the Graduate Medical Education (GME) office staff noting that two of the GME staff positions are vacant. In light of the vacancies, Dr. Martin requested that the group let them know if they have requested and not received something needed from their office.

Dr. Martin stated that oversight of GME is done by the Accreditation Council for Graduate Medical Education (ACGME), other accrediting agencies, and at the institutional level. All ACGME accredited programs are fully accredited as are all programs accredited by other agencies. He noted that in 2006, there were 587 trainees in 79 programs and in 2014 there were 806 trainees in 124 programs.

According to ACGME 2013-2014 numbers, OSU is ranked 50 in size of number of programs and number of residents behind Case Western (37), Cleveland Clinic (24), and University of Michigan (12). It was noted that OSU does not have Pediatrics.

2015 National Resident Matching Program results were presented. In 2015, we had 97% match with 153 of 158 positions filled. 2014 and 2013 also had 97% match. The percent of students from OSU who match here was more than 25% in 2015, an increase from the previous three years.

Data was presented for the percentage of students from Ohio Medical Schools and non-Ohio medical schools, GME class by school of origin, GME incoming class composition, number of osteopathic and international graduate students, percentage of students from Ohio schools and well-represented non-Ohio schools.

Data specific to the incoming class was presented: 287 trainees are starting this year – 179 residents and 108 fellows; class gender is 55.75% male, 44.25% female; the total number of under-represented minorities is 31 (10.8%) which is less than last year.

Housestaff satisfaction data was presented for each of the following:

- Overall program satisfaction
- Supervision
- Overall OSUWMC work environment
- Likelihood of recommending OSUWMC training programs
- Amount of time spent in patient care, research, and reading
- Strength of collegiality
- Comfort to raise issues
- Call Rooms
- Food services at the hospital
- Services in: Department Library, Conference Room Facility, Prior Health Sciences Library
- Security/Personal Safety and Parking
- Likelihood of referring a patient to OSUWMC if practicing close to OSU
- Faculty satisfaction with program in which they teach: overall program quality, teaching conferences, recruitment interviews, role as faculty, trainees ability to practice
- Faculty and Residents: Proud to teach/practice/train at OSUWMC

- Faculty and Housetaff: Have you felt “burned out” a week or more during this year

Dr. Martin noted that there was an increase in faculty and residents who found it very uncomfortable to raise issues, food services at the hospital was a relative dissatisfier, and housestaff satisfaction in the Prior Health Sciences Library was very good.

The next CELT meeting is scheduled for August 7, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
July 17, 2015

CELT Meeting Summary
August 21, 2015
234 Meiling Hall
10:00-11:00am

Attending: Coranita Burt, Victoria Cannon, Dan Clinchot, John Davis, Carla Granger, Joanne Lynn, Lori Martensen, Bryan Martin, Leon McDougale, Linda Montler, Georgia Paletta, Sheryl Pfeil, Doug Post, Alicia Stokes

Absent: Dawn Allain, Terry Bahn, Barbara Berry, Pam Bradigan, Valerie Blackwell-Truitt, Ginny Bumgardner, Jessica Buskirk, Quinn Capers, Jessica Gelin, Sorabh Khandelwal, Lawrence Kirschner, Deb Larsen, Cynthia Ledford, John Mahan, Eileen Mehl, Jeff Parvin, Leigha Senter, Linda Stone

Dr. Clinchot opened the meeting at 10:00am. Minutes from the previous meeting were approved.

Diversity Update - Inclusive Excellence – Leon McDougale, MD, MPH

Dr. McDougale participated in the White House Office of Science and Technology Policy STEM Diversity Forum in June in Washington, DC. The visit began at the Sewall-Belmont House and Museum commemorating the suffrage movement and the history of women's progress toward equality.

Objectives for the forum were to learn about best practices for STEM workforce diversity and to affirm the individual's role in advancing inclusive excellence.

To engage CELT members to think about what inclusion means and what they can do in their role to facilitate advancing inclusion, the group viewed a video for EDI 365, an NIH initiative, which includes a pledge that individuals have the power to raise the bar 365 days a year to commit to equity, diversity, and inclusion to drive success.

Dr. McDougale shared that one study shows that diversity is a key to problem solving.

A second video reviewed the U.S. Office of Personnel Management, Office of Diversity and Inclusion's use of the new IQ, "Inclusion Quotient", is being used to measure the success or lack of inclusion within the federal government. It incorporates: fairness, openness, and being cooperative, supportive, and empowered.

Dr. McDougale reviewed three types of unconscious biases:

1. Confirmation Bias: confirms what you want to believe, not reality
2. Like-me Bias: giving preferential treatment to others who are like you (e.g. sports fans); creates habit of working only with others like you.
3. Broken Windows Bias: where environment plays a larger role; allows environment to affect our habits.

Change of an unconscious habit is done by cue, routine, and reward.

At the forum, Chief Diversity Officers from General Motors and Microsoft reviewed their company's efforts for diversity and inclusion consisting of:

- including a diversity topic during all executive meetings
- holding direct reports accountable
- tying goals to compensation
- CEO/leadership commitment
- connecting to business strategy
- setting milestones

Bias mitigation was reviewed. An example was given of two candidates (one male, one female) with the same credentials applying for a Chief of Police position to show how unconscious bias occurs in the workforce. Dr. McDougle noted that structure is important to mitigate bias. In the search committee process, it is best to establish selection standards beforehand. Only having one diverse person on a search committee may cause them to be marginalized.

Dr. McDougle reviewed NASA's efforts in retention and advancement including: advancing students with disability through a summer internship program, building diversity talent inside of company, focusing on transitions, and partnerships with industry.

OSU COM faculty diversity was reviewed and it was noted that we are above the national average for women at 40.8%. The percentage of African American/Black and Hispanic/Latino in OSU's match for 2015 was 10.45% versus 18% last year. Weather this year may have impacted this.

The group discussed the power of imagery (for example, pictures on the walls in buildings) being one way to show we are a welcoming environment with diverse people, incorporating diversity as a competency on P3s, and the need to have diversity advocates on search committees.

The next CELT meeting is scheduled for September 18, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
August 21, 2015

CELT Meeting Summary
September 18, 2015
234 Meiling Hall
10:00-11:00am

Attending: Dawn Allain, Victoria Cannon, Dan Clinchot, John Davis, Jessica Gelin, Lawrence Kirschner, Deb Larsen, Joanne Lynn, Bryan Martin, Linda Montler, Jeff Parvin, Sheryl Pfeil, Doug Post,

Absent: Terry Bahn, Barbara Berry, Valerie Blackwell-Truitt, Pam Bradigan, Ginny Bumgardner, Coranita Burt, Jessica Buskirk, Quinn Capers, Carla Granger, Sorabh Khandelwal, Cynthia Ledford, John Mahan, Lori Martensen, Leon McDougle, Eileen Mehl, Georgia Paletta, Leigha Senter, Alicia Stokes, Linda Stone, Curt Walker

Guests: Anand Khurma, Valerie Rake, Jeffrey Vernon, Amanda Postle, Mark Merrick, Laurie Rinehart-Thompson

Dr. Clinchot opened the meeting at 10:00am. Minutes from the previous meeting were approved.

Canvas Demonstration

Anand Khurma, MA, Associate Director of Educational Technology

Valerie Rake, Associate Director, eLearning Support, Office of Distance Education and e-Learning

Jeffrey Vernon, Consultant, ODEE

Ms. Valerie Rake stated that the University is evaluating the Carmen learning management system (LMS) to see if it should get a major update by the current vendor, D2L, or get a new system. A committee reviewed three LMS, and of the three, Canvas looked the most interesting to study more closely. A consultant, Jeffrey Vernon, was also brought in to help bridge both the current and new/upgraded systems.

The University will have two pilots. The first pilot is finished. The second will roll out in December and is to answer questions not covered in the first. There are 15 pilot courses (3 in COM) in the autumn pilot with a range of disciplines, class size, etc. to look at all ways people use an LMS including looking at ease of use for people who are not active LMS users. 21 workgroups look at key questions measuring: functionality of key tools, integration, security, migration strategy, and impact on related services. The timeline is to have Phase 1: Evaluation including both pilots completed by the end of spring 2016 and Phase 2: Carmen Update with either the D2L upgrade or Canvas migration to be completed spring 2017.

The Office of Distance Education and eLearning's link, go.osu.edu/canvas, has additional information, and a form to request a Canvas Sandbox for those who want to try it for building their course. There is also a link to the resource center for help articles and videos. After trying it, users can link to a survey regarding whether Canvas meets the needs of faculty, staff and students.

Mr. Anand Khurma provided a demonstration of Canvas. The dashboard has a centralized list of a student's current courses and access to a global calendar. Instructors can customize what students see on the home page. The syllabus tool allows the instructor to make it public. Tools can be turned off if they are not using them. Instructors have a full student view which allows them to see what their assessments will look like.

After the demonstration, questions were taken from the group.

Dr. Clinchot thanked Valerie, Anand, and Jeffrey for their presentation and closed the meeting.

The next CELT meeting is scheduled for October 16, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
September 18, 2015

CELT Meeting Summary
October 16, 2015
234 Meiling Hall
10:00-11:00am

Attending: Dawn Allain, Barbara Berry, Victoria Cannon, Dan Clinchot, John Davis, Jessica Gelin, Sorabh Khandelwal, Joanne Lynn, Lori Martensen, Georgia Paletta, Jeff Parvin, Sheryl Pfeil, Doug Post, Alicia Stokes

Absent: Terry Bahn, Valerie Blackwell-Truitt, Pam Bradigan, Ginny Bumgardner, Coranita Burt, Jessica Buskirk, Quinn Capers, Carla Granger, Lawrence Kirschner, Deb Larsen, Cynthia Ledford, John Mahan, Leon McDougale, Bryan Martin, Eileen Mehl, Linda Montler, Leigha Senter, Linda Stone, Curt Walker

Guests: Leigh Staub, Molly Gilbride

Dr. Clinchot opened the meeting at 10:00am.

COM Development and Alumni Affairs Update

Sabrina Ragan, Senior Director, COM Development
Leigh Staub, Director, Alumni Affairs

Ms. Sabrina Ragan reviewed her background and current role and gave an overview of the Alumni Affairs and Development team. Team members Leigh Staub, Jessica Gelin, and Molly Gilbride were introduced and each provided their own backgrounds.

Ms. Ragan stated that the team operates in an Advancement Model comprised of three pillars: Communications, Alumni Affairs, and Development. Currently, Alumni Affairs and Development work on the same team, and work collaboratively with Communications, led by Linda Montler. These areas come together to advance the COM's education mission through private support.

The team's objectives for Alumni Affairs and Development were presented. Ms. Staub stated that Alumni Affairs focuses on building relations with students and alumni by communicating and educating alumni about the COM which helps build the college's reputation. Ms. Ragan shared that the development team focuses on fundraising that specifically advances the COM Dean's and School of HRS Director's education mission which continues to be scholarships for the COM and building a fundraising strategy for the School of Health and Rehabilitation Sciences (HRS) as they celebrate their 50th anniversary.

Alumni audience and regions for the COM including MDs, residents, and fellows and HRS revealed that while most alumni still reside in Ohio, outreach does take place in areas that have a larger number of alumni and/or areas with alumni that have the greatest ability to give back. For the COM, the top 3 states outside Ohio are California, Florida, and Texas and for HRS they are Florida, California and North Carolina.

Tools used by Alumni Affairs and/or Development to connect students and alumni to each other and the College include:

- Student Engagement
- Student-Alumni Interaction
- Events and Collaboration
- Homecoming Reunion
- Volunteerism
- Programs and Initiatives
- Communication Tools: *AlumiUPDATE*, *Ohio State Medicine Alumni*
- Reunion and Class Giving Initiative
- Mass Market/Targeted Audiences
- Front-Line Fundraising
- But For Ohio State Campaign
- Ohio Scholarship Challenge

Metrics to measure Alumni Affairs include reviewing the Net Promoter Score which measures the engagement of an event in a two question survey; analyzing reunion and event unique and repeat attendees; reviewing alumni volunteers on boards, committees, and the HOST program to determine how to continue to engage volunteers.

Metrics for Development include the But For Ohio State Campaign (University-wide goal of \$2.5B, COM goal of \$100M, currently \$84.2M), fiscal new year fundraising (annual fiscal-year tracking/cash, pledges, estate gifts), and scholarship support.

Advancement outcomes in new fundraising for COM and HRS show gifts (cash, pledges and estate gifts) have increased significantly over the last 3-4 years.

Ms. Ragan shared that a new strategic plan was needed and gave background on the changes leading up to this decision. The new 5-year strategic plan began with an external analysis that discusses where medical schools are in relation to decreased medical school funding and rising medical education costs and tuition leading to the importance of scholarships and medical schools investing in advancement to help with funding so students aren't left with so much debt.

Ms. Staub reviewed the internal analysis stating that there is strong collaboration between Alumni Affairs and Development. The size and scope of Alumni Affairs has increased significantly due to HRS doubling the alumni base to 28,000. The 5-year plan will increase engagement and help build the pipeline of donors which requires additional support in terms of staffing and resources from the College. The sooner alumni and students become engaged, the stronger their relationship will be with the College which is important to increasing philanthropy.

The 3 goals of the 5-year advancement strategic plan focus on alumni and student connections, volunteerism and philanthropy, and enhancing pride and communications. Scholarships will continue to be a priority with the goal being to raise \$10M over the next 5 years.

The next CELT meeting is scheduled for November 6, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
October 16, 2015

CELT Meeting Summary
November 6, 2015
234 Meiling Hall
10:00-11:00am

Attending: Dawn Allain, Barbara Berry, Valerie Blackwell-Truitt, Coranita Burt, Victoria Cannon, Dan Clinchot, Jessica Gelin, Carla Granger, Sorabh Khandelwal, Lawrence Kirschner, Deb Larsen, Cynthia Ledford, Joanne Lynn, Linda Montler, Georgia Paletta, Jeff Parvin, Alicia Stokes

Absent: Terry Bahn, Pam Bradigan, Ginny Bumgardner, Jessica Buskirk, Quinn Capers, John Davis, Morgan Kuhn, John Mahan, Lori Martensen, Bryan Martin, Leon McDougle, Eileen Mehl, Sheryl Pfeil, Doug Post, Leigha Senter, Linda Stone, Curt Walker

Guests: Megan Purcell, Rosie Izzi, Amanda Postle

Dr. Clinchot opened the meeting at 10:00am. Minutes from the previous meeting were approved.

COM Marketing and Strategic Communications Update

Linda Montler, Director, COM Marketing and Strategic Communications
Megan Purcell, Administrative Assistant
Rosie Izzi, Contractor

Ms. Linda Montler reviewed her background and current role and gave an overview of the Communications and Marketing team. Team members Megan Purcell and Rosie Izzi were introduced.

Communication's objective is: To create and maintain the COM brand identity strategy to support the academic medical center's mission areas of research, education and patient care. Ms. Montler stated their main focus is on education.

An audience-centric strategy is used focusing on:

1. External Audience – to build national reputation through alumni development, media relations, and research communications
2. Internal/University Audience – focusing on faculty/staff/physician/student and strength of health sciences
3. Student Audience – building relationships with students in collaboration with Development

Keys to Communications' success are teamwork (including working with other areas), collaboration on messaging, and cost accountability.

Various communication tools used include:

- Digital and Social Media – different platforms are used (Twitter, Instagram, Facebook) depending on the targeted audience i.e. potential students, current students, faculty, or staff. Digital and social media are vital to communication efforts as there is no cost and reach many people.

Group members were asked to remind their leaders to submit items they would like distributed via social media directly to Megan Purcell at megan.purcell@osumc.edu. Communications can help with messaging of events or items to be distributed. It was noted that including artwork or photos is helpful.

- Med student infographic – Useful for displaying lots of information. Communication designers are able to create these.
- Print – *Ohio State Medicine alumni* newsletter is published and mailed twice/year and is used to build national reputation. E-newsletters are sent monthly to all alumni.
- Video – Used for recruitment and admissions
The group discussed ability/cost to have videos created for individual areas such as GME or individual COM programs.
- Special events – such as Alumni Weekend
- Brandsource

The COM 2015 survey was reviewed. The survey's theme, "Is there a generation gap in the COM?" had 1144 respondents with 53% responding that they do not think the generation gap between physicians influences medical students' learning experiences.

Dr. Clinchot thanked the presenters and closed the meeting.

The next CELT meeting is scheduled for November 20, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
November 6, 2015

CELT Meeting Summary
November 20, 2015
234 Meiling Hall
10:00-11:00am

Attending: Dawn Allain, Barbara Berry, Coranita Burt, Quinn Capers, Dan Clinchot, Carla Granger, Scott Holliday, Sorabh Khandelwal, Lawrence Kirschner, John Lanning, Deb Larsen, Bryan Martin, Leon McDougle, Eileen Mehl, Linda Montler, Georgia Paletta, Jeff Parvin, Alicia Stokes, Curt Walker

Absent: Valerie Blackwell-Truitt, Pam Bradigan, Ginny Bumgardner, Jessica Buskirk, Victoria Cannon, John Davis, Jessica Gelin, Morgan Kuhn, Cynthia Ledford, Joanne Lynn, John Mahan, Lori Martensen, Sheryl Pfeil, Doug Post, Leigha Senter, Linda Stone

Guest: Christine O'Connell

Dr. Clinchot opened the meeting at 10:00am. Minutes from the previous meeting were approved.

Dr. Clinchot introduced Dr. Scott Holliday, new Associate Dean for Graduate Medical Education/DIO and Associate Medical Director, Graduate Medical Education. Dr. Holliday replaces Dr. Bryan Martin who is retiring.

COM Admissions Cycle, 2014-2015

Quinn Capers, IV, MD, Associate Dean for Admissions

Dr. Capers reviewed the Vision Statement for the Admissions Committee:

The Ohio State University College of Medicine seeks to recruit self-directed learners who are driven to become empathetic physicians providing evidence-based, compassionate medical care. The Admissions Committee will assemble a class that displays diversity in background and thought, strong intellect, and the potential to improve people's lives through innovation in research, education, and community service.

Recruiting

Two methods of recruiting are used:

1. Electronic Recruiting – using digital (e.g. sending a Diversity & Inclusion brochure electronically to underrepresented minority (URM) students who have above a certain MCAT score inviting them to apply) and social media (Twitter, Facebook, You Tube videos).
2. In-Person Recruiting – done at AAMC large recruitment fair and at individual colleges throughout Ohio, the Midwest, West, East, South, and historically black colleges and universities.

Recruiting outcomes were reviewed:

- Applications to OSUCOM have risen steadily from 4,185 applicants in 2009 to 6,188 for 2016.
- The trend for women and URM applicants has increased significantly for both, with women applicants increasing from 1,677 in 2009 to 2,351 in 2015 and URM increasing from 419 in 2009 to 1,096 in 2015.

- The number of in-state applicants has increased since 2010 while the percentage of in-state matriculants has declined. The number of out-of-state applicants has increased since 2010 and the percentage of out-of-state matriculants has declined since 2010 (2.81%) but been steady for the last two years (1.99%). The in-state to out-of-state acceptance ratio fluctuated between 2010 and 2015, and in 2015 it was 4.3, the same as in 2010.

Application Process

- The 6,000+ applications received this year are reviewed by 60 screeners who are PhD or MD members of the faculty. Each screener reviews five per week. Approximately 750-800 applicants are invited to interview.
- Every stage of the application process is done by holistic review: A flexible, individualized way of assessing an applicant's capabilities by which balanced consideration is given to experiences, attributes, and academic metrics (E-A-M) and, when considered in combination, how the individual might contribute value as a medical student and future physician. It was noted that interviews are metric-blinded - screeners do not know the applicants' MCAT scores.
- Experiences, Attributes, and Metrics and the grading scale were reviewed in detail. Candidates are rated on the E-A-M components, rank value points (RVP) are assigned for each, a RVP sum is calculated and an overall rating of Superior, Outstanding, Strong, Acceptable, or Concern/Area for Concern is determined.

Outcomes

Dr. Capers reviewed the competitiveness and diversity for the 2015 entering class. There were 5,782 applicants, 793 interviews, 192 new matriculants, average GPA of 3.72, total MCAT: 34. The class is comprised of 48% non-Ohio, 54% women, 22% URM, 48% overall minority, 16% first generation college students.

The content and testing time of the current MCAT and the 2015 MCAT were reviewed. The MR5 Committee who reviewed and updated the MCAT exam was chaired by Dr. Steven Gabbe, former OSUWMC CEO. It was noted that the old MCAT will be accepted to 2017.

Diversity is a driver of excellence at OSUCOM and 2015 had the most women (54%) and URM (22%) making this the most diverse class in OSUCOM history.

Innovations - Medical School Admissions

Innovations were reviewed from 2010 forward as we continue to strive for a bias-free, fair process in admissions.

Dr. Clinchot congratulated Dr. Capers and his team on URM results and the quality of students.

The next CELT meeting is scheduled for December 4, 2015 from 10:00-11:00 a.m. in 234 Meiling Hall.

Sidonia LaFramboise, Recorder
November 20, 2015

CELT Meeting Summary
December 18, 2015
1187 Graves Hall
10:00-11:00am

Attending: Dawn Allain, Barbara Berry, Valerie Blackwell-Truitt, Pam Bradigan, Jessica Buskirk, Victoria Cannon, Dan Clinchot, John Davis, Jessica Gelin, Molly Gilbride, Carla Granger, Scott Holliday, Sorabh Khandelwal, Lawrence Kirschner, Morgan Kuhn, John Lanning, Deb Larsen, Cynthia Ledford, Joanne Lynn, Leon McDougle, Linda Montler, Bill Orosz, Jeff Parvin, Sheryl Pfeil, Leigh Staub, Alicia Stokes, Curt Walker

Absent: Ginny Bumgardner, Coranita Burt, Quinn Capers, Eileen Mehl, John Mahan, Lori Martensen, Georgia Paletta, Doug Post, Leigha Senter, Linda Stone

Dr. Clinchot opened the meeting at 10:00am. Minutes from the previous meeting were approved.

Dr. Clinchot stated today's meeting would be to envision the College of Medicine both programmatically and structurally. Jessica Buskirk was asked to facilitate the meeting so people would feel free to voice their opinions. Dr. Clinchot asked that the group review the minutes from today's meeting when they receive them.

Jessica Buskirk asked the group to respond to the following questions:

1. When you think of all the health science colleges, which should be colocated with the College of Medicine?

- Currently the Health Sciences Library serves 5 of the 7 colleges. Should it serve all?
- Access to OneSource should be made available to faculty and students of all the colleges. (Not currently done.)
- Overlap exists between all the colleges so there is no reason to exclude any.
- Social Work should also be included. Intergenerational Center was cited as an example. May not need entire Social Work College but at least include areas related to healthcare.

2. If the colleges are brought together, what learning spaces are needed?

- Space needs to be flexible with rooms designed to be classrooms.
- Learning spaces need to be available 24/7 and be safe and secure.
- Study Space – capitalize on all health science students learning together in both quiet and informal study spaces.
- Clinical Skills Center is funded by Health Sciences and COM (through med students' tuition dollars). Those outside these areas must pay to use the space. All 7 health science colleges utilizing the CSC would be good from a national reputation point of view.
- The group discussed having an inter-professional student-run clinic centered on campus that could involve more areas including health information management. Need to consider placement of a student-run clinic that meets needs of the community – not necessarily on campus, need to serve underserved populations.

3. What other shared services could be included or integrated?

- Communications: share resources and include the University

- Flexible learning environment – ability to arrange furniture to meet needs of curriculum – room configuration needs to be flexible – have staff available to change rooms as needed
- Technology – need digital flexibility – get away from having to call someone to turn equipment on
- Facilities and IT – 2 shared services that need to be included for remote teaching, learning benches
- Wet labs colocated with learning spaces
- CME/GME specific learning spaces: combine online and hard space
- UME/GME – need to have these learners share space
 - See potential space opening this up – bridging the gap
 - Share information across departments
 - GME – need better technology and flexible space (moveable furniture)
 - Integration of GME – need more integrated GME office space
 - Consider what space would get GME out of the hospital and into COM:
 - Pull departments together instead of having individual
 - Skill space
- Anatomy – need to create labs and support services. Group agreed that cadavers are still needed in light of virtual learning.
- Colocation needs to be considered carefully – want to avoid the tipping point – student experience benefits only to a certain point.

4. Student Life

- Wellness Activities
- Academic Counseling – could have core and satellites for specific areas
- Open spaces for extracurricular activities
- Financial Aid – students learning to manage budgets for whole career
- Student Union for Health Science Colleges – amenities to include:
 - Event space to accommodate 300-400 people
 - Workout facilities
 - Arts in medicine
 - Natural light
 - Green Space
- Need to maintain an identity for each program while also maintaining group inclusiveness
- Centralization opportunity for students after graduation:
 - Dedicated space for alumni when here
 - Engagement of alumni in tutoring/mentoring

Dr. Clinchot stated that the Med Center is refreshing its strategic plan. He asked the group to think about ways to enhance multi-disciplinary learning and to write things down for future discussion.

The next CELT meeting is scheduled for January 15, 2016 from 10:00-11:00 a.m. in 1187 Graves Hall.

Sidonia LaFramboise, Recorder
December 18, 2015